



EMPLOYMENT TRIBUNALS

Claimant: Miss D Hebblethwaite

Respondent Me To You Care North West Limited

PRELIMINARY HEARING

HELD AT: Manchester **ON:** 10 June 2024

BEFORE: Employment Judge Batten (sitting alone)

REPRESENTATION:

For the Claimant: N Spedding, claimant's sister

For the Respondent: D Park, Solicitor

JUDGMENT

The judgment of the Tribunal is that: the complaints of unfair dismissal, breach of contract, for holiday pay and unauthorised deductions from wages are all dismissed because they were not presented to the Tribunal in accordance with the provisions of section 111 of the Employment Rights Act 1996 in circumstances where the Tribunal was satisfied that it was reasonably practicable to present the claim before the end of the period of three months.

Employment Judge Batten

Date: 10 June 2024

JUDGMENT SENT TO THE PARTIES ON:
24 June 2024

FOR THE TRIBUNAL OFFICE

Note

Reasons for the Judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.

Public access to Employment Tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>